

# **EXHIBIT J**

## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Mr Vahan Karabajakian  
Chairman  
L A Weight Loss Center  
255 Business Center Drive  
Suite 150  
Horsham, PA 19044

## PERSON FILING CHARGE

Diggs, Althea

## THIS PERSON (check one)

- ☒ CLAIMS TO BE AGGRIEVED  
☐ IS FILING ON BEHALF OF ANOTHER

## DATE OF ALLEGED VIOLATION

Earliest

Most Recent

02/12/1999

02/22/1999

## PLACE OF ALLEGED VIOLATION

Oxon Hill, MD

## CHARGE NUMBER

120990876

## NOTICE OF CHARGE OF DISCRIMINATION

(See EEOC "Rules and Regulations" before completing this Form)

You are hereby notified that a charge of employment discrimination has been filed against your organization under:

- ☒ TITLE VII OF THE CIVIL RIGHTS ACT OF 1964
- ☐ THE AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967
- ☐ THE AMERICANS WITH DISABILITIES ACT
- ☐ THE EQUAL PAY ACT (29 U.S.C, SECT. 206(d)) investigation will be conducted concurrently with our investigation of this charge.

The boxes checked below apply to your organization:

1. ☒ No action is required on your part at this time.
2. ☐ Please submit by \_\_\_\_\_ a statement of your position with respect to the allegation(s) contained in this charge, with copies of any supporting documentation. This material will be made a part of the file and will be considered at the time that we investigate this charge. Your prompt response to this request will make it easier to conduct and conclude our investigation of this charge.
3. ☐ Please respond fully by \_\_\_\_\_ to the attached request for information which pertains to the allegations contained in this charge. Such information will be made a part of the file and will be considered by the Commission during the course of its investigation of the charge.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Baltimore District Office  
10 South Howard Street  
Third Floor  
Baltimore, MD 21201

Wilma Scott, Supervisory Investigator  
(Commission Representative)

(410) 962-0887

(Telephone Number)

☐ Enclosure: Copy of Charge

## BASIS OF DISCRIMINATION

☐ RACE ☐ COLOR ☒ SEX ☐ RELIGION ☐ NAT. ORIGIN ☐ AGE ☐ DISABILITY ☐ RETALIATION ☐ OTHER

## CIRCUMSTANCES OF ALLEGED VIOLATION

DATE

04/06/1999

TYPED NAME/TITLE OF AUTHORIZED EEOC OFFICIAL

Gerald Kiel (Acting Director)

SIGNATURE

G. Kiel / WDC

## CHARGE OF DISCRIMINATION

AGENCY CHARGE NUMBER

☐ FEPA  
☒ EEOC

130 99 0876

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

MD. Commission on Human Relations

and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)

Ms. Althea Diggs

HOME TELEPHONE (Include Area Code)

(301) 292-2233

STREET ADDRESS

CITY, STATE AND ZIP CODE

DATE OF BIRTH

13004 Strathaven Circle, Fort Washington, MD 20744

01/26/1969

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME

NUMBER OF EMPLOYEES, MEMBERS

TELEPHONE (Include Area Code)

L A Weight Loss Center

Cat D (501 +)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

6243 Livingston Road, Oxon Hill, MD 20745

033

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

☐ RACE☐ COLOR☒ SEX☐ RELIGION☐ NATIONAL ORIGIN☐ RETALIATION☐ AGE☐ DISABILITY☐ OTHER (Specify)DATE DISCRIMINATION TOOK PLACE  
EARLIEST LATEST

02/12/1999 02/22/1999

☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s)):

- I. I had been employed by the above-named employer since March 1, 1998. On February 9, 1999, I informed my employer that I was pregnant. On February 12, 1999, I was told that I could request a leave of absence or be demoted from my position as Center Manager to a counselor position. On February 22, 1999, I was disciplined and then discharged.
- II. I was informed by the Area Manager that I could no longer be the Manager of my center because I was pregnant. I was informed by the Area Manager that I was being disciplined for a January 26, 1999, tardiness incident and for refusing to work at another center on February 4, 1999. No reason was given to me by the Area Manager for my discharge.
- III. I believe that I was demoted, disciplined and discharged because of my pregnancy, in violation of Title VII of the Civil Rights Act of 1964, as amended.

☐ I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the foregoing is true and correct.

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
(Day, month, and year)

Date

3/27/99

Charging Party (Signature)

Althea Diggs

RECEIVED  
EEOC DISTRICT  
APR - 5  
1999